

Pay Bands

15 - 17 Jul 2025

Poll results

Table of contents

- Does your organization currently have a company-wide salary band structure in place?
- Does your organization have salary bands only in jurisdictions with pay transparency laws?
- If your organization has salary bands, what was the primary reason for implementation?
- If your organization has salary bands, how transparent are you about the bands with employees?
- What challenges did you face when initially designing your pay band structure?
- How often do you review and adjust your pay bands?
- Do you use pay bands as part of your performance management strategy?
- Have you seen any impact on employee engagement or retention since implementing salary bands?

Does your organization currently have a company-wide salary band structure in place?

040

Yes



No



We are implementing one in the next 12 months



Does your organization have salary bands only in jurisdictions with pay transparency laws?

037

Yes



No



We are implementing one in the next 12 months



If your organization has salary bands, what was the primary reason for implementation?

038

Legal compliance



3 %

Compensation strategy



47 %

Both of the above



26 %

Other



0 %

Not applicable



24 %

If your organization has salary bands, how transparent are you about the bands with employees?

040

Fully transparent (bands are published internally)

 3 %

Partially transparent (shared upon request or hiring)

 53 %

Not transparent

 23 %

Not applicable

 23 %

How often do you review and adjust your pay bands?

037

Annually



Less Than Once A Year



More than Once a Year



As needed/No fixed schedule



Not applicable



Do you use pay bands as part of your performance management strategy?

030

Yes, for all employees



33 %

No



53 %

Yes, but only for roles below senior leadership



13 %

Have you seen any impact on employee engagement or retention since implementing salary bands?

0 2 8

Yes, positive



No change



Negative impact



Too soon to tell



Not applicable

